

HRA Eligible Health Care Expenses

Below is the list of items typically covered by a standard HRA. For a complete list visit www.wageworks.com.

Prescription Requirement for OTC Drug Purchases

A doctor's prescription is required in order to be reimbursed for over-the-counter (OTC) drugs. OTC drugs requiring a prescription are indicated in the following list with the abbreviation "(Rx)." Please go to www.wageworks.com/healthcarereform for more information.

Acne treatments (over-the-counter) (Rx)	Crutches, canes or like equipment (purchase or rental)	Laxatives (over-the-counter) (Rx)
Acupuncture	Deductible for dental, medical, prescription and vision plans	Learning disability treatments
Adoption (medical expenses related to)	Dental care (for non-cosmetic purposes, including sealants)	Lice treatment (over-the-counter) (Rx)
Alcoholism treatment	Dental co-insurance	Listening therapy
Allergy and sinus medicine and products (over-the-counter) (Rx)	Dental co-payment	Long-term care premiums (up to IRS tax-free limit, see IRS Publication 502)
Allergy medication (Rx)	Dental insurance / plan premiums (pay with after-tax dollars only)	Long-term care services
Ambulance and emergency health services	Dental reconstruction (including implants)	Mastectomy-related special bras
Anesthesia (for non-cosmetic purposes)	Dentures, bridges, etc.	Medical abortion
Antacid (over-the-counter) (Rx)	Diabetic monitors, test kits, strips and supplies	Medical co-insurance
Antibiotic ointment (over-the-counter) (Rx)	Diagnostic services	Medical co-payment
Aspirin or other pain reliever (over-the-counter) (Rx)	Diaper rash ointments and creams (Rx)	Medical equipment (for treatment of medical condition) and repairs
Asthma medicines or treatments (over-the-counter) (Rx)	Drug addiction treatment	Medical insurance / plan premiums (paid with after-tax dollars only)
Athletic treatments / braces	Drugs (prescription)	Medical monitoring and testing devices
Bandages and related items (over-the-counter)	Ear drops and wax removal (over-the-counter)	Medical records charges
Birth control (over-the-counter)(Rx)	Eye drops and treatments (over-the-counter) (Rx)	Medical supplies (for treatment of a medical condition)
Birth control (prescription)	Eye examinations	Medicare alternative insurance / plan premiums (paid with after-tax dollars only)
Blood pressure monitor	Eye-related equipment/materials	Medicare Part B insurance / plan premiums
Body scans	Eye surgery or treatment to correct vision	Medicare alternative insurance / plan premiums (vs. Part A & Part B; paid with after-tax dollars only)
Braille books and magazines (difference in cost only)	Eyeglasses (over-the-counter)	Medicare supplement policy premiums
Breastfeeding classes	Eyeglasses (prescription)	Medicines (over-the-counter) (Rx)
Breast pump (for a lactating woman)	Fertility monitor (over-the-counter)	Medicines (prescription)
Canker and cold sore treatments (over-the-counter) (Rx)	Fertility treatment (for employee, spouse or dependent)	Midwife
Chest rubs (over-the-counter) (Rx)	First aid kits (over-the-counter)	Mileage (for travel to/from eligible health care)
Childbirth classes (charges for mother only)	Flu shots	Monitors and test kits (over-the-counter)
Chiropractic office visit or treatment	Gastrointestinal medication (over-the-counter) (Rx)	Motion and nausea (Rx)
Christian Science practitioners	Guide dog (dog, training, care)	Nasal sprays (Rx)
Cholesterol test kits and supplies	Health insurance / plan premiums (paid with after-tax dollars only)	Non-prescription drugs and medicines (for non-cosmetic purposes) (Rx)
Co-insurance (dental, medical, prescription, vision)	Hearing aids and batteries	Norplant insertion or removal
Co-payment (dental, medical, vision)	Hospital services and fees	Nursing services (wages and taxes)
COBRA premiums (dental, medical, prescription, vision; paid with after-tax dollars only)	Immunizations	OB/GYN fees
Cold and flu medicine (over-the-counter) (Rx)	Incontinence supplies	Occlusal guards to prevent teeth grinding
Concierge medical fees (billed for actual services received)	Individual insurance / plan premiums (dental, medical, prescription, vision; paid with after-tax dollars only)	Occupational therapy (related to a medical condition or disability)
Condoms	Infertility treatment (for employee, spouse or dependent)	Office visits (chiro, dental, medical, vision)
Contact lenses and solutions	Insulin, testing materials and supplies	Operations (for non-cosmetic purposes)
Contraceptives (prescription)	Insurance or health insurance / plan premiums (paid with after-tax dollars only)	Operations (for vision and dental)
Contraceptives (over-the-counter) (Rx)	Laboratory fees	Optometrist / ophthalmologist fees
Corn and callus remove (over-the-counter) (Rx)	Lactose intolerance (over-the-counter) (Rx)	Organ transplants (recipient and donor)
Corneal keratotomy	Lamaze classes (charges for mother only)	Orthotics
Cough drops and sore throat lozenges (over-the-counter) (Rx)	Laser eye surgery	Ortho keratotomy
Cough syrup (over-the-counter) (Rx)	Lasik	Orthodontia (braces and retainers)
Counseling (for treatment of a medical condition)		Orthopedic and surgical supports
		Over-the-counter bandages and related items
		Over-the-counter health care products (Rx)

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Over-the-counter drugs and medicines (including for motion sickness, sleep aids and sedatives) (Rx)	Reading glasses (over-the-counter)	Toothpaste, medicated (difference in cost only of medicated toothpaste over the standard toothpaste) (Rx)
Over-the-counter products for dental, oral and teething pain (Rx)	Removal of benign mole, cyst or tumor	Transportation, parking and related travel expenses (essential to receive eligible care)
Over-the-counter vision products	Retin-A (for non-cosmetic purposes) (Rx)	Tubal ligation
Ovulation monitor (over-the-counter)	Sales tax, shipping and handling fees (for any eligible expense)	Urological products
Oxygen	Smoking cessation (programs, counseling)	Vaccinations
Pain reliever (over-the-counter) (Rx)	Smoking cessation drugs (prescription)	Varicose vein removal surgery (for medical care)
Parental fees (billed for actual services received for disabled children)	Smoking cessation gum or patches (over-the-counter) (Rx)	Vasectomy
Physical exams	Speech therapy	Viagra and similar prescription medications
Physical therapy	Spermicidal (Rx)	Vision co-insurance
Pregnancy tests (over-the-counter)	Sterilization	Vision co-payment
Prescription co-insurance	Student health fees billed for actual services received (dental, medical, prescription, vision)	Vision insurance / plan premiums (paid with after-tax dollars only)
Prescription co-payment	Sunglasses (prescription)	Vitamins (prescription)
Prescription drugs (for non-cosmetic purposes)	Sunscreen with SPF 15+ and "broad spectrum", sunburn creams and ointments (over-the-counter)	Walking aids (canes, walkers, crutches and related supplies)
Prescription insurance / plan premiums (paid with after-tax dollars only)	Supplies (for treatment of a medical condition)	Wart removal treatments (over-the-counter) (Rx)
Propecia (for treatment of a medical condition)(Rx)	Surgery (for non-cosmetic purposes)	Weight loss drugs (for treatment of a medical condition) (Rx)
Prosthesis	Teeth grinding prevention devices	Wheelchair and repairs
Psychiatric care	Therapy (for treatment of a medical condition)	Wound care (over-the-counter)
Psychoanalysis	Toothache and teething pain reliever (over-the-counter) (Rx)	X-ray fees (dental, medical)
Psychologist fees		
Radial keratotomy (RK)		

HRA "Maybe" Eligible Health Care Expenses

Certain expenses require additional information in order to determine if they qualify. Products and services classified as "Maybe" require a written statement from your health care provider indicating (1) the diagnosis and (2) the medical necessity of the expense. Specialized items also require proof of the difference in cost: (1) the cost of standard, unmodified item, and (2) the cost of special or modified item. If you incur an expense that is classified as "Maybe," you will need to submit the above documentation with your claim.

Allergy treatments and products	Dietary supplements*	Orthopedic shoes and inserts (difference in cost only of specialized orthopedic shoe over like non-specialized shoe)
Alternative dietary supplements*	Doula or birthing coach	Reconstructive surgery (following accident or medical procedure or condition)
Alternative drugs, medicines and treatment products*	Dyslexia treatment	Special equipment
Alternative healers*	Exercise equipment or programs*	Special foods (gluten-free, salt-free or other for treatment of a medical condition; difference in cost only)
Breast reconstruction surgery (following mastectomy)	Fitness programs*	Special school (for mental and physical disabilities)
Car modifications*	Health club dues*	Swimming lessons*
Compression or anti-embolism socks, stockings or hose	Herbal or homeopathic medicines (over-the-counter)	Transgender treatments / surgery
Cord blood storage (for future treatment of a birth defect or known medical condition)	Home improvements*	Tuition or educational classes*
Cosmetic procedures or surgery for birth defects, accidents, and/or disease	Humidifier, air filter and supplies	Weight loss counseling
Dancing lessons*	Lodging (limited to \$50 per night for patient to receive medical care and \$50 per night for one caregiver)	Weight loss program*
Dental veneers	Magnetic therapy (over-the-counter)	
Dermatology treatments and products	Massage therapy*	
	Modified equipment (difference in cost only)	
	Nutritional supplements*	

* As treatment or required for a medical condition diagnosed by a licensed health care professional.